

Overview of Tribal Preference Programs

Native American Preference Policies & or
Ordinances

PURPOSE OF NATIVE AMERICAN PREFERENCE:

- ▶ Overall, each of the 11 tribes in the state of Wisconsin utilizes some sort of Native American Preference to establish optimum employment in their communities for Tribal members and, with some tribes but not all, those who live within their communities as a spouse or direct descendent, to:
 - ▶ Maximize the utilization of Native American workers and or businesses
 - ▶ Assure Tribal Members are receiving the maximum benefits generated by its entities and enterprises
 - ▶ Increase economic benefits for the Tribe and its Tribal Members

Bad River Band of Lake Superior Chippewa Indians

- ▶ In situations where the basic requirements and qualifications are met by more than one candidate for apposition, and at least one candidate falls within one of the following categories, the Tribe hereby mandates that the principle of Indian Preference be applies, in the following order of priority, in the final selection process:
 - ▶ Qualified Tribal Member
 - ▶ Qualified Indian Spouse of a Tribal Members
 - ▶ Qualified Indian of another Tribe
 - ▶ Qualified Non-Indian Spouse of a Tribal Member
 - ▶ Qualified Non-Indian

Lac Courte Oreilles Band of Lake Superior Chippewa Indians

- ▶ In accordance with the Indian Self-Determination and Education Assistance Act of 1975 (P.L. 93-638; 88 Stat. 2203; 42 U.S.C. 450-458, as amended), the Lac Courte Oreilles Tribe will provide employment to suitably qualified applicants in the following order of preference:
 - ▶ Enrolled Members of the Lac Courte Oreilles Tribe
 - ▶ Spouses, Parents, and children of L.C.O. enrolled members
 - ▶ Members of other Federally-Recognized Tribes
 - ▶ All other

Oneida Nation

- ▶ Except where prohibited by law or grant funding requirements, the entity shall hire qualified trades workers from the tribe's Native Preference Office's Skills Bank in the following order of priority.
 - ▶ Members of the Oneida Tribe
 - ▶ First generation descendants of Oneida Tribal Members
 - ▶ Members of other federally-recognized Indian tribes
- ▶ If a law or grant funding requirements prohibit the hiring of qualified trades workers in accordance with Chapter 57 "Indian Preference in Contracting" 57.8-4(a), qualified trades workers shall be hired in accordance with the requirements of said law or grant.

*** Please note that the Oneida Nation's Indian Preference Ordinance/Law pertains to their contractual workings with outside contractors/agencies, not their own hiring practices within their Tribal Government/Enterprises.

Lac du Flambeau Band of Lake Superior Chippewa Indians

- ▶ The Lac du Flambeau Tribe practices Indian Preference Policies as related to all aspects of employer/employee relationships. The Indian Preference Policies includes a policy & procedure that is devoted to the recruitment and selection of all staff utilizing defined hiring preferences:
 - ▶ Lac du Flambeau enrolled member
 - ▶ Descendent of Lac du Flambeau enrolled member
 - ▶ Spouse of Lac du Flambeau enrolled member
 - ▶ All other Native Americans
 - ▶ All other
- ▶ The 1st and foremost principle to remember when applying Indian Preference is that there is a distinction between qualification & preference:

Stockbridge-Munsee Band of Mohican Indians

- ▶ Preference shall be given according to information below when it is established that the employee or applicant meets qualifications as stated on the job description or the job announcement. Accordingly, when preparing job descriptions or job announcements, care should be taken to establish qualifications that fit the desired needs of the position. The following order shall be adhered to for hiring or involuntary layoffs:
 - ▶ Enrolled member
 - ▶ Direct descendent
 - ▶ Spouse of enrolled member

St. Croix

Chippewa Indians of Wisconsin

- ▶ In accordance with the Indian Self-Determination and Education Assistance Act of 1975 (P.L. 93-638; 88 Stat. 2203; 42 U.S.C. 450-458, as amended), the St Croix Tribe will provide employment to suitably qualified applicants in the following order of preference:
 - ▶ Enrolled St. Croix Tribal member
 - ▶ Indian who is considered St. Croix Chippewa, but is not enrolled in a federal-recognized tribe (descendent)
 - ▶ Indian who is enrolled in a federally recognized tribe, other than St. Croix
 - ▶ Non-Indian

Sokaogon Band of Chippewa Indians

- ▶ Assuming that all applicants meet the requirements of the position, the order of preference listed below is utilized in the hiring practices of the Tribally owned casino and the Tribal Government.
- ▶ In accordance with the opportunities under P.L. 93-638, the Sokaogon Chippewa Community will give preference in employment in the following order of precedence:
 - ▶ Enrolled Native Americans of the Sokaogon Chippewa Community
 - ▶ Enrolled Native Americans married to a Sokaogon Chippewa Community member
 - ▶ Enrolled native American who is a member of a tribe other than the Sokaogon Chippewa Community
 - ▶ Non-Native American